



13Z5M - First Sergeant

The First Sergeant is responsible for providing sound advice to the Commander on a wide range of topics including the health, esprit de corps, discipline, mentoring, well being, career progression, recognition, and professional development of all assigned enlisted members. Furthermore, working with his or her fellow Senior NCOs and supervisors, the First Sergeant ensures discipline is equitably maintained, and the goals of health, esprit de corps, discipline, mentoring, and welfare of the enlisted force are met. First Sergeants hold formations, instruct Platoon Sergeants and assist the Commander in daily unit operations. Though First Sergeants supervise routine administrative duties their principle duty is training soldiers. The CSM, First Sergeant and other key NCOs, must understand the organization's collective mission essential tasks during METL-based training. Through NCO development programs, performance counseling and other guidance, First Sergeants are the Army's most important mentors in developing subordinate NCOs. The First Sergeant is on call 24 hours a day and should expect long and irregular duty hours. Generally, they are contacted by many base agencies (e.g., security forces, Red Cross, hospital, command post, etc.) and must respond (with the supervisor when feasible) at any hour. Based on the cumulative and important responsibilities of the First Sergeant, and the impact of this position on units and personnel, this position is only performed by the most dedicated and professional senior NCOs.